

TRUMBULL COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

Policy

Section 5.11

HEALTH CARE BENEFITS

The Board shall provide all full-time non-bargaining unit employees with health care benefits.

1. The Board shall pay all premiums required for the hospitalization and other health plans presently in effect for all full-time employees.
2. Employees must make application for hospitalization benefits within thirty (30) days from the first day of actual physical employment.
3. Benefits begin according to the provision of the employer's insurance carrier.
4. Present employees not now subscribers and who did not apply upon being hired, may apply at the time of the group's established open enrollment month.
5. Married employees, presently covered under their spouses' current employer's health plan will be enrolled into the Board's plan the same day their status is changed to the following:
 - a. Spouse's termination of employment.
 - b. Divorce.
 - c. Death of spouse.
6. In the event an employee has been placed on a disability due to the exhaustion of sick leave, the Board shall pay premiums for a period of at least fifteen (15) days after placement on disability leave. Within this fifteen (15) day period, said employee shall have the option to continue hospitalization benefits provided said employee pays the premium amount to the clerk/treasurer prior to the next scheduled premium due date.
7. Employees who have been granted Board approved leave of absences without pay shall have their hospitalization benefits terminated after a minimum period of fifteen (15) days after the effective date of the leave.

Adopted: 7/17/87

Revised: 10/25/93

5/26/98

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